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BOWLING GREEN STATE UNIVERSITY

SEPTEMBER 4, 1995

President outlines new structure and new vision for the University

Last week marked the beginning of a new school year and a new management structure for the University.

In his welcoming speeches to faculty and staff on Monday and Tuesday, President Ribeau unveiled a new organization chart which will replace the traditional, top-down approach. The audience responded with spontaneous applause at both faculty/administrative staff and classified staff convocations.

Referring to a circular diagram displayed on an overhead screen, Ribeau described the new structure as a "dynamic process" where information flows in and out, rather than trickling down.

Such a system requires a cooperative management team, participatory planning and shared accountability, he said, noting that "this takes more work ... more of a commitment from each individual."

During his first year as president, Ribeau said the predominant themes will be "partnerships working collaboratively" and "enhancing resources."

While 1995-96 "should be a year that makes an upturn in our fiscal profile," the budget outlook is "not so good" for 1996-97, he said. Current projections predict only a 3.2 percent increase, about one-third of this year's increase.

One of Ribeau's immediate goals is to bring additional resources as well as higher visibility to Bowling Green.

"Positive visibility turns into support," he

"We each need to think about our goals and objectives and how they relate to the institutional mission."

— President Ribeau

said, noting that "the president must be a visible, articulate spokesperson" for the University.

Ribeau listed several "hot spots" for the University — issues which are still in need of action. These include the fact that higher education in general is under fire by taxpayers who feel that educational benefits are not reflective of the high costs of tuition, a study of administrative staff job descriptions and salaries conducted by the Mercer organization, the non-academic functions report which pointed out deficiencies in several departments and areas on campus, the request for improvements in technology and the request by students for a new or larger student union.

Ribeau said he is aware of these and other issues facing the University and is in the process of soliciting comments

Continued on page 2

Faculty Senate broadens goals to encompass campus community

Faculty Senate is starting the academic year with a broader focus, a long list of goals and a theme.

"Building Community: Moving Towards 2020 With a Vision" reflects the two major projects which the group plans to undertake in the next two semesters.

This theme was developed late last spring when Senate's ad hoc gender sensitivity committee broadened its focus to include community concerns as well as gender issues, explained Faculty Senate Chair Dr. Fiona MacKinnon-Slaney in her address to faculty during the opening day convocation last Monday.

In this first semester, the group plans to solicit ideas and suggestions from each college and develop a vision for the future of the University. In the second semester, the group intends to write a plan for making this vision a reality.

MacKinnon-Slaney has dubbed this two-part plan the "Building Community Project."

"We recognize that the world has

changed dramatically over the past 10 to 15 years and that the old beliefs no longer necessarily serve us well as we face the next century," said MacKinnon-Slaney.

"We will ask you to consider the structure and quality of the academic environment, the structure and quality of the college or department as a work place, and the concept of leadership as it nurtures the support, the cooperation, the mutual respect and trust of the high performance campus."

This project, which will be directed by senate members Dr. Veronica Gold and Dr. Harold Lunde, has been initiated to address the academic charter issue of "the quality of the working environment," MacKinnon-Slaney said.

In a second project, which the group has called "Moving Towards 2020 With a Vision," several other issues have been outlined which senate hopes to address during this academic year. They include:

Continued on page 2

OPENING DAY 1995-96



Fiona MacKinnon-Slaney, chair of Faculty Senate, gathered with faculty and staff prior to her address at the Opening Day convocation.



Sue Darrow (left), honors, and Joan Morgan, academic enhancement, greet President Ribeau during the convocation.



Starting the year off right

Bob Shamp serves refreshments to classified staff (from left) Sandy Mellott, Kim Ault, Sharon Firsdon and Sally Copus during the classified staff convocation last week.

Minutes being sent via e-mail

Classified Staff Council increasing communication

Classified staff have gathered at the Lenhart Grand Ballroom at the beginning of each academic year for quite some time, but this was the first year they received a bagpipe serenade by the chair of Classified Staff Council.

Nancy Lee, who is a bagpipe player when she is not working in the music library or chairing council, decided to

provide the entertainment as "a unique way to begin our convocation," she said.

Lee also used her talent as a way to promote the opportunities and programs available at the University, including the upcoming encore presentation of "Brigadoon," presented by the College of Musical Arts Sept. 8 and 9 at Kobacker Hall.

"This year I hope you'll try something new," she said. "In fact, I want to challenge you to make it a part of your personal goals. If you haven't been to a play, plan on attending one. ... How about taking that course that you think you would like to try? ... There is a great deal happening on this campus that you might enjoy if you only take the first step and set things in motion. I want to challenge you to do something that you have never done before. Expand your horizons."

Lee also reviewed the constituent group's successes over the past year and set goals for the coming year.

An aspect of one goal, to enhance communication, has already been achieved. The group's minutes are now being sent electronically to all classified staff members with an e-mail address, a project undertaken by CSC members Faith Olson, Don Schumacher and Dave McCoy.

Additional ongoing goals include working towards enhancing the benefits package for all employees and participating in the search for a new

vice president for academic affairs.

The group also plans to hold a series of information sessions on planning for retirement. Lee said she received information for these sessions at the annual State Employees Council of Ohio conference held at Miami University in July. Eleven Classified Staff Council members from Bowling Green attended.

During the convocation, Classified Staff Council presented its annual Outstanding Service Award to John Booth, pool operator for the Student Recreation Center. Booth's dedication to his job and his attention to details are what makes him a great employee, said Greg Jordan, SRC director. He is on-call 24 hours a day and encourages student employees to call his beeper whenever there is a potential problem relating to the pools, Jordan said. Booth has also saved the University money by the preventative maintenance work he performs on his job, added Dr. Richard Bowers, director of recreational sports.

Also during the convocation, a special recognition was given to last year's chair, Kathy Eninger, and the winners of the classified staff council scholarship were recognized. Two classified staff persons, Tammyra Thomas and Pat Kitchen, and two dependents of classified staff, Kathy Firsdon and Barbara Matthews, received the scholarships. All are studying business.

PRESIDENT

From the front

from faculty and staff before taking action. "You have to be a part of the solution," he told the audience.

Striving for excellence in leadership and setting goals is not limited to the University president or vice presidents, Ribeau noted in his address to classified staff. Every staff person on campus can make the choice to be a leader, no matter what their daily duties are. "We each need to think about our goals and objectives and how they relate to the institutional mission."

Citing the source as his barber, Ribeau quoted that "leadership is what leadership does."

Shortly after he was named president Ribeau had asked members of constituent groups and University leaders to tell him what people on campus wanted to know and hear when he addressed them at the beginning of the school year. In response he received a stack of suggestions measuring "an inch thick."

Some wanted to hear what the new president stands for and what he believes in, Ribeau said. He answered, "I'm philosophically passionate, intellectually curious ... I believe in the power of ideas; I believe in the life of the mind ... I like to have fun, I like to work hard ... I give 150%."

FACULTY

From the front

• *Technology, teaching and learning in the 21st century.* "Last year's discussions across campus were a beginning," MacKinnon-Slaney said. "From the legal and ethical issues, to the innovative teaching and learning capabilities of interactive distance learning, CD-ROM, e-mail and the World Wide Web, we must create a comprehensive plan for implementation as soon as possible."

• *The learning environment and curriculum.* "What is the special imprint of a Bowling Green State University education?" MacKinnon-Slaney asked. "How can we enhance the learning of every student?"

• *Faculty salaries, equity and rewards.*

• *External and internal constituencies: inclusion, involvement and information.*

• *Building research collaboratives.* "Research and entrepreneurial initiatives involving graduate and undergraduate students, faculty, business and industry representatives and alumni can create outstanding learning opportunities and serve the region."

• *Reconfiguration for interdisciplinary connections.* "In order to create interdisciplinary connections that can respond to compelling societal problems, we must examine a range of issues related to the structure and funding of academic departments."

"These topics are important to the vitality of Bowling Green State University as a high performance campus," MacKinnon-Slaney concluded. "As we examine these issues, the questions we ask about the future may be just as important as the answers."

MONITOR

Monitor is published weekly by the Office of Public Relations for faculty and staff of Bowling Green State University. The deadline to submit material is 5 p.m. Tuesday, the week before publication.

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Series examines the culture and politics of Austria in the past 50 years

Though it shares a common language and history with its European neighbors, Austria's culture is uniquely its own.

The University community is invited to take a close look in the coming weeks at this country, its past and its present, in a series presented by the Department of German, Russian and East Asian Languages.

"Faces of Austria: The Second Republic at Fifty" begins Sept. 5 with an exhibit of photographs by Alisa Douer in Jerome Library.

"Time Creates Images: Writers Whose Home Was Austria" is a collection of 72 photos and interviews concerning Austrian Jews who were forced to leave their homeland by the Nazis in 1938.

The exhibit includes such diverse artists as Nazi-hunter Simon Wiesenthal and Hollywood director Billy Wilder.

The series is timed to coincide with a number of important anniversaries. Austrians are marking not only the 50th anniversary of the end of World War II,

but also the 50th anniversary of the second republic and the 40th anniversary of the state treaty that restored Austrian sovereignty. These and other turning points for Austria will be examined throughout the series.

"Some of the most interesting issues in the field of German literature and culture studies today are Austrian," said Dr. Geoffrey Howes, GREAL. "Austrian culture is very diverse, and there is strong regional diversity, particularly in Vienna." He will address this and other topics in his presentation called "A Tour Through Time: Snapshots of Austria, 1945-95" Sept. 21 in the Wood County Public Library.

Howes and Dr. Christina Guenther, also GREAL, have been working for more than a year to organize the series. Guenther will speak on Austrian-Jewish writer Ruth Kluger's *weiter leben*, her effort to "go on living" after being expelled from Austria.

The issue of Austrian Jewry is

predominant throughout the series, said Howes. All the films except one are by or about Austrian Jews and their experiences during and after the war. "This is a big controversy in Austrian history. It's a very touchy subject," Howes said, noting that although the Moscow Declaration of 1943 defined Austria as an occupied country and the Allies characterized their invasion as a "liberation" rather than a conquest, the Austrian government today acknowledges the nation's complicity in the Holocaust.

This is not the face that has been shown to the United States, however, as Dr. Jacqueline Vansant will demonstrate in her talk, "Maria Von Trapp Meets Harry Lime," on the "de-Nazification" of Austria as it has been presented to America. The title refers to characters in the films "The Sound of Music" and "The Third Man," respectively.

Contemporary author Elisabeth Reichart will read from her works in

German and English on Sept. 28. The Bowling Green community is very fortunate to have the opportunity to meet this "most up-and-coming writer," said Howes, as she is one of Austria's foremost fiction authors.

Other presentations will cover academic philosophers in Austria during the war and the legacy of Mahler and Schönberg in post-war Austria.

All events are free and open to the public.

Bowling Green has had a long association with Austria through exchange programs and the University's partnership with the University of Salzburg.

The GREAL department is working in collaboration with the Austrian Cultural Institute of New York and in cooperation with the Austrian Federal Ministry for Foreign Affairs in presenting "Faces of Austria: The Second Republic at Fifty." — Bonnie Blankinship



Settling in

Trustee David Bryan (right) was on hand last weekend to greet parents and students moving to the residence halls last weekend. Weary parents were also offered refreshment breaks at Mileti Alumni Center, sponsored by the University Parents Club.

Director of gerontology program retires following 20 year career

Dr. Edward Morgan, director of the University's gerontology program and associate professor of higher education and student affairs, retires this month.

Morgan has been at Bowling Green since 1975, when he began as assistant dean of academic advising and counseling. He held several positions in the College of Health and Human Services, including acting dean from 1980-81 and 1983-84. In 1980, he was installed as president of Alpha Eta Society national allied health honorary. In 1981 he was given a joint appoint-

ment to the department of college student personnel.

In 1978, Morgan developed undergraduate degree programs in art and physical therapy, which were approved by the Ohio Board of Regents in 1980.

Morgan received the Joseph K. Balogh Health and Community Service Award in 1981 for his contribution to the placement of health and community service graduates. Also that year, he received a Faculty Excellence Award.

Since 1975, he has served on the Wood County Committee on Aging,

becoming president in 1981. He also served on the board of directors of the Ohio Society of Allied Health Professions.

In 1992, Morgan and Dr. John Hiltner, professor emeritus of gerontology, wrote a book called *Managing Aging and Human Service Agencies*. The two had taught the course "Administration and Aging" since 1975. In writing the book, Morgan called upon his experiences working at a local nursing home during a 1989 sabbatical.

Breakfast in BG features guided tour of the Internet

Tour the Internet with the "Breakfast in BG" series opener on Friday, Sept. 15.

Dr. Bruce Klopfenstein, telecommunications, will moderate a panel, "Getting on the Net: A Guided Tour of Cyberspace."

The tour will provide information on obtaining access to the Internet and what's possible once on the information superhighway, including examples of practical educational and business applications.

Those attending "Breakfast in BG" also will have the chance to visit some of the panelists' favorite Net sites using Olscamp Hall's state-of-the-art technology.

In addition to Klopfenstein, panelists will include Nick Gorant, coordinator of computer services at WBGU-TV; Deborah McLaughlin, associate director of public relations and coordinator of BGSU's World Wide Web site; and Scott McEwen, manager of management support systems at Henry Filters in Bowling Green and president of the Wood County Internet Council.

The WCIC, a nonprofit group based in Bowling Green, is working to establish a local freenet. The freenet would afford area residents and businesses low-cost access to the Internet and serve as a repository for local information. The group's plan is to create a model program for other area communities to emulate.

The breakfast buffet will open at 7:15 a.m. in 101 Olscamp Hall. The program will begin at 7:45 a.m. and conclude by 8:45 a.m.

Advance reservations are required and can be made by phoning 2-2424 by Sept. 8. The cost of the breakfast is \$6 per person.

The fall "Breakfast in BG" series continues with presentations by Marcia Adams, host of WBGU-TV's nationally syndicated cooking program, on Oct. 27, and President Ribeau on Nov. 17. The series is sponsored by the Office of University Relations.

DATEBOOK

Monday, Sept. 4

Film, "The Attack of the Present on Lost Time," (1985, German with English subtitles), 8 p.m. Free.

Film, "Night of the Living Dead," 8:30 p.m. outside in the field behind Memorial Hall. Free. Rainsite: 111 Olscamp Hall.

Tuesday, Sept. 5

Faces of Austria Series, photographic exhibition, "Time Creates Images: Writers Whose Home was Austria," through Sept. 29, Jerome Library.

Wednesday, Sept. 6

Student Organizations Fair, 11 am - 3 p.m., Lenhart Grand Ballroom, University Union.

Administrative staff reception, 3-5 p.m., 101 Olscamp Hall

Faces of Austria Series, film, "Vienna 1938, Return to a Distant Land (German with English subtitles)," 7:30 p.m., Jerome Library discussion room. Followed by discussion with filmmaker Alisa Douer.

Thursday, Sept. 7

Administrative Staff Council, 1:30 p.m., Alumni Room, Union

Reception for Dr. Linda Dobb, new dean of Libraries and Learning Resources, 3-5 p.m., second floor patio, Jerome Library.

Faces of Austria Series, film, "He Who Saves a Life Saves the Whole World" (German with English sub-

titles), 7:30 p.m., Jerome Library discussion room. Followed by discussion with filmmaker Alisa Douer.

Film, "Everything You Always Wanted to Know About Sex (But Were Afraid to Ask)," 9 p.m., Gish Film Theater, Hanna Hall.

Friday, Sept. 8

Film, "Mildred Pierce" (1945, starring Joan Crawford), 7:30 p.m., Gish Film Theater. Free.

Musical, "Brigadoon," 8 p.m., Kobacker Hall, Moore Musical Arts Center. Reserved seat tickets are \$7, \$9 and \$11 with a \$2 discount for students and senior citizens. Call 2-8171.

Saturday, Sept. 9

Musical, "Brigadoon," 8 p.m., Kobacker Hall, Moore Musical Arts Center. Reserved seat tickets are \$7, \$9 and \$11 with a \$2 discount for students and senior citizens. Call 2-8171.

Sunday, Sept. 10

Men's Soccer vs. Xavier, 2 p.m., Cochrane Field. Special pre-match ceremonies are slated to commemorate the newly renovated Cochrane Soccer Complex.

Monday, Sept. 11

Faces of Austria Series, film, "Welcome in Vienna" (German with English subtitles), 8 p.m., Gish Film Theater. Free.

FACULTY/STAFF POSITIONS

Administrative staff positions:

Auxiliary Services — Operations: Assistant vice president. Contact Personnel Services (2-2227). Deadline: Sept. 8.

Firelands College: Coordinator, Career Services. Contact Office of the Dean, Firelands College, 901 Rye Beach Rd., Huron, Ohio 44839. Applications accepted until position is filled.

Faculty positions:

Libraries and learning resources: Reference librarian (temporary, full-time). Contact: Temporary Reference Librarian Search, Dean's Office, 204 Jerome Library (2-2856). Deadline: Sept. 30.

Communication disorders (three positions): Assistant/associate professor — two positions in speech/language pathology and one in audiology (tenure-track, full-time). Contact: Dr. Linda Petrosino, chair, Department of Communication Disorders (2-6031). Deadline: Jan. 15.

Gerontology: Assistant professor (tenure-track, full-time). Contact: Dr. Jennifer Kinney, gerontology program (2-2326). Deadline: Nov. 1.

Criminal justice: Assistant professor (tenure-track, full-time). Contact: Dr. Steven Lab, criminal justice (2-2326). Deadline: Nov. 27.

Environmental health (anticipated position): assistant professor, public health administration (tenure-track, full-time). Contact: Dr. Gary Silverman, environmental health (2-7774). Deadline: Oct. 10.

Management (two positions): Assistant/associate/full professor of management. Assistant/associate professor of management. Contact Dr. Daniel Bragg, chair, management department (2-2946). Deadline: Nov. 1.

English (three positions): Assistant professors (tenure-track, full-time). Contact: Dr. Richard Gebhardt, chair, English (2-7543). Deadline: Dec. 1.

Romance languages: Assistant professor of Italian (tenure-track, full-time). Contact: Department of Romance Languages (2-2667). Deadline: Dec. 1.

School of Art: Assistant professor of ceramics (tenure-track, full-time). Contact: Shawn Morin, chair, search committee, School of Art (2-2786). Deadline: Jan. 30 or until filled.

Mathematics and statistics: Assistant professor of mathematics education (tenure-track, full-time). Contact: Dr. John Hayden, chair, Department of Mathematics and Statistics (2-2636). Deadline: Feb. 1.

Many retired faculty are returning to teach under special program

The following faculty have recently retired but will be returning to teach beginning this fall semester under the Supplemental Retirement Program. Participants in the SRP may continue to teach at the University for up to three years.

Thomas Anderson, geography; Orlando Behling, management; Dorothy Behling, family and consumer science; Robert Blackwell, special education; Carole Bradford, romance languages; Antonio Buron, romance languages; Ernest Champion, ethnic studies; John Chun, English (Firelands campus); James Davidson, educational foundations and inquiry; Bonita Greenberg, communication disorders; Kenley Ingfield, music composition and history; Allen Kepke, theatre; Richard Lineback, philosophy; Lenita Locey, romance languages; Paul Makara, music performance studies; David Meronk, mathematics; Kenneth Mucker, physics; James Ostas, economics; Trevor Phillips, EDFI; Fred Pigge, EDFI; Donald Ragusa, psychology; Kenneth Rothrock, sociology; Eldon Snyder, sociology; Genevieve Stang, EDFI; Ray Tucker, interpersonal communication; Glenn Varney, management; Ralph Wolfe, English; and Peter Wood, EDFI.

Faculty leaves due

Faculty members are reminded that applications for Faculty Improvement Leaves in 1996-97 are due in the Office of the Vice President for Academic Affairs by 5 p.m. Oct. 2. The format for application is in the Governance Document, B II B, page 13.

Questions may be directed to Norma Stickler at 2-2915.

Weight series starts

A new 10-week series of "Weight Watchers at Work" will begin at noon Sept. 21 114 of the College Park Office Building.

The cost for the entire series is \$115 or \$105 for Lifetime members.

Pre-registration is required.

To register call Marcia Buckenmyer at 2-2558. The program may be charged to an employee's bursar account.

Reception planned

The Friends, a membership organization that supports the programs and activities of the University libraries, archives and special collections, will host a reception from 3-5 p.m. Thursday (Sept. 7) to welcome the new dean of libraries and learning resources.

The reception in honor of Dr. Linda Dobb will be held on the second floor patio of Jerome Library. All members of the University and surrounding community are invited to attend.

ASC holds reception

Administrative Staff Council will host the annual welcome reception for administrative staff from 3-5 p.m., Sept. 6 in 101 Olscamp Hall.

Refreshments will be served, followed by the announcement of the Michael R. Ferrari Award winner and recognition of ASC scholarship winners.

The Ferrari Award, named after a former administrator and interim University president, is given each year to an outstanding member of administrative staff.

The first meeting of the 1995-96 Administrative Staff Council will be at 1:30 p.m., Sept. 7, in the Alumni Room of the University Union.

Program explains new accident form

A personnel training program will be conducted on how to report and investigate work-related injuries.

The program will introduce the University's new injury and illness reporting form and accident investigating form. The relationship of the injury/illness reporting procedures to the worker's compensation program will also be discussed.

The sessions are being conducted by Dean Gerkens, personnel services, and the environmental health and safety staff.

Sessions will be held from 1:30-3 p.m., Sept. 19; 9-10:30 a.m., Sept. 21; and 1:30-3 p.m., Sept. 25. All will take place in the Personnel/Training Conference Center in the College Park Office Building.

Department administrators, supervisors and any employee who will be responsible for explaining the new reporting forms to their departments are encouraged to attend.

To register for one of the sessions call Yolanda Patton at 2-8421.

ADDITION

Joan Morgan, academic enhancement, is also a member of the search committee for the vice president for academic affairs. Her name was not listed in an open letter to the University community provided to *Monitor* last week.

CLASSIFIED EMPLOYMENT OPPORTUNITIES

9-11-1 Library assistant
pay grade 4
Library/Access Services
part-time

9-11-2 Recruitment Specialist
pay grade 7
Career Services